

Nondiscriminatory Policy Statement

In its active commitment to building a diverse community, Guilford College rejects discrimination on the basis of actual or perceived race, creed, color, religion, national or ethnic origin, sex, gender identity, gender expression, sexual orientation, age, or physical or mental disability in employment of faculty and staff, including hiring, transfers, promotions, demotions, layoffs, terminations, working conditions, benefits, compensation, and training, and/or admission of students or access to programs or activities for its student population. The college also seeks to avoid discrimination in the administration of educational programs, admission policies, financial aid, housing, or any other college program or activity.

Guilford remains committed to recruitment of faculty, staff and students who are of the Quaker faith, while remaining open to and appreciative of people of all faiths.

Guilford is committed to providing a work and campus environment free from all forms of discriminatory intimidation or harassment. Sexual harassment is expressly prohibited. Any substantiated incidents of sexual harassment by faculty, managers, supervisors, co-workers, vendors, or students will result in immediate disciplinary action, up to and including dismissal for faculty, staff or students. Vendor relationships may be terminated if problems arise in this area of college business.

It is the responsibility of every employee and student to bring to the attention of the appropriate senior administrator instances of discrimination, including sexual, racial or ethnic harassment. All complaints will result in prompt and thorough investigation and appropriate disciplinary action if warranted. Complaints will be kept as confidential as possible. The college will not tolerate retaliation against employees or students who report incidents of discrimination or sexual harassment, or those who participate in college investigations of alleged discrimination or harassment.